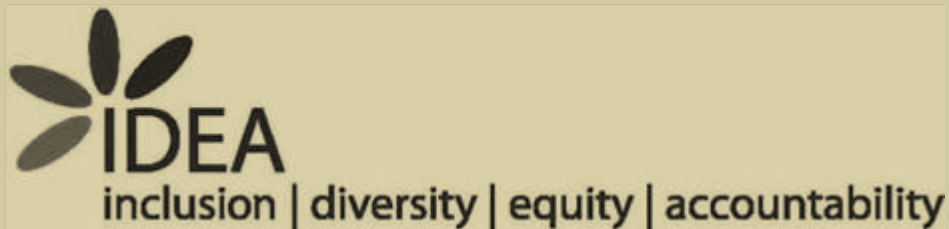


# Office of Diversity and Inclusion

*The University of Wisconsin-Parkside*

## *Progress Report*



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Message from  
Ed Twyman  
Senior Diversity Officer



“Life at its best is a  
creative synthesis of  
opposites in fruitful  
harmony.”

*Rev. Martin Luther King Jr.*

I am extremely pleased to share with you the Office of Diversity and Inclusion’s first Diversity and Inclusion Progress Report. The Office of Diversity and Inclusion assumes a leadership role in helping the University of Wisconsin-Parkside move towards a diverse and inclusive community of learners and workers. We collaborate with students, faculty, administrators, staff and members of our surrounding community to promote and implement the University of Wisconsin-Parkside’s mission and strategic diversity and inclusion initiatives. This report highlights some of our achievements and efforts from July 15, 2011 through March 1, 2013.

As the Senior Diversity Officer, I am grateful to Chancellor Debbie Ford, former Manager of Diversity Programs, Sarah Park, and members of the Inclusive Excellence Committee for their dedication and hard work to make excellence inclusive at the University of Wisconsin-Parkside. I can’t remember when I’ve had more dedicated and accomplished diversity champions.

We have also collaborated with many individuals, offices, departments, and community organizations to help create a respectful, equitable, and diverse environment for all members of our campus and surrounding community.

Even though we have made progress and are deeply committed to diversity and inclusion, we can and will do even better with your help. This is a long journey. If we are to be truly successful, all members of our community have to be willing to accept responsibility for the change we seek.

I sincerely hope you will use this report to become better acquainted with the efforts and initiatives that the Office of Diversity and Inclusion has employed to meet the opportunities accorded by diversity and inclusion initiatives. Additionally, I invite you to visit our website at <http://www.uwp.edu/departments/diversity.inclusion/> to learn more about our initiatives, challenges and plans.

Sincerely,

A handwritten signature in black ink that reads "Edward Twyman". The signature is fluid and cursive.

Edward Twyman  
Senior Diversity Officer

## DIVERSITY AND INCLUSION MISSION...VISION...AND VALUES

### MISSION

The Office of Diversity and Inclusion (formerly the Office of Equity and Diversity), established in 2011, collaborates with students, faculty, administrators, staff and members of the surrounding community to promote and implement the University of Wisconsin-Parkside's mission and strategic diversity and inclusion initiatives.

The Office of Diversity and Inclusion at the University of Wisconsin-Parkside will be recognized within the Great Lakes region as a premier office in fostering diversity and inclusion.

### VISION

### VALUES

- Fair and ethical standards to all those we serve
- Being good stewards of the resources we have
- Quality programming as our way of operating
- Being knowledgeable of emerging best practices and trends
- The balance between professional and personal lives
- The contribution of others that help achieve our goals and objectives
- The ability to forge and develop collaborative and cooperative relationships with stakeholders
- Having fun at work



## WHAT IS INCLUSIVE EXCELLENCE?

The Office of Diversity and Inclusion (ODI) at UW-Parkside has adopted the central premise of Inclusive Excellence that UW System colleges and universities need to intentionally integrate their diversity efforts into the core aspects of their institutions – such as their academic priorities, leadership, quality improvement initiatives, decision-making, day-to-day operations, and organizational cultures – in order to maximize their success. For ODI, Inclusive Excellence is defined as a planning process designed to connect a right IDEA in every aspect of campus life. IDEA is an acronym for **Inclusion, Diversity, Equity** and **Accountability**.

## INCLUSIVE EXCELLENCE LEADS THE WAY

The association of American Colleges and Universities (AAC&U) promotes the principle of “Inclusive Excellence” to help colleges and universities fully integrate their diversity and educational quality efforts and embed them into the core academic mission and institutional functioning. The UW-Parkside supports the components of Inclusive Excellence and AAC&U’s call for higher education institutions to address diversity, inclusion and excellence as critical to the well-being of democratic culture.

## UW SYSTEM EMBRACES INCLUSIVE EXCELLENCE

The UW System has a long history and commitment to supporting diversity and inclusion initiatives. Inclusive Excellence builds on the UW System’s Equity Scorecard and Campus Climate projects and represents the next step in its commitment to providing students with the knowledge, skills, and multicultural perspectives and prepares them for responsible, ethical and engaged citizenship.



**INCLUSION** The active, intentional, and ongoing engagement with diversity-in the curriculum, in the co-curriculum, and in communities (intellectual, social, cultural, geographical) with which individuals might connect-in ways that increase awareness, content knowledge, cognitive sophistication, and empathic understanding of the complex ways individuals interact within systems and institutions.

**DIVERSITY** Individual differences (e.g., personality, learning styles, and life experiences) and group/social differences (e.g., race/ethnicity, class, gender, sexual orientation, country of origin, and ability as well as cultural, political, religious, or other affiliations), that can be engaged in the service of learning.

**EQUITY** The creation of opportunities for historically underrepresented populations to have equal access to and participate in educational programs that are capable of closing the achievement gaps in student success and completion.

**ACCOUNTABILITY** The responsibility placed on an individual or group for their own or others actions, conduct, performance, projects, etc.



## FOUR DIMENSIONS OF INCLUSIVE EXCELLENCE

The ODI has also adopted Daryl G. Smith's (2009) four dimensions (Access and Success, Education and Scholarship, Intergroup Relations and Campus Climate, and Institutional Vitality and Viability) for studying diversity as the framework to guide the change efforts and UW-Parkside.



**Access and Success** examines the extent to which student populations (disaggregated) gain access to campus programs and resources and become successful, broadly defined in terms of learning, persistence, graduation, and satisfaction. It is particularly concerned with inclusion and academic success as well as personal achievement of underrepresented groups.

**Education and Scholarship** addresses diversity from the perspective of the educational and scholarly roles of the University. It includes availability of curricula with a significant diversity component, diversity course-taking patterns, student outcomes related to diversity as well as faculty engagement with diversity issues.

**Intergroup Relations & Campus Climate** focuses on the type of quality of the interaction among students, faculty, and staff as well as individual and group perceptions of the campus commitment to diversity.

**Institutional Vitality & Viability** deals with the campus capacity and willingness to plan, implement, and evaluate comprehensive diversity work, including the human intellectual, physical, and fiscal resources to support such work.



### **Inclusive Excellence Committee Charge**

Consistent with the mission of the University, the Inclusive Excellence Committee is charged with reviewing, recommending, and coordinating proposals related to the implementation of policies, programs, and practices that enhance diversity, inclusion, and equity into all levels of the university; as well as advising the Chancellor's Cabinet on relevant policies and programs.

## INCLUSIVE EXCELLENCE COMMITTEE MEMBERS

**ED TWYMAN**, Chair, Senior Diversity Officer, Office of Diversity & Inclusion

**FAY AKINDES**, Associate Professor, Communications and Director of the Center for Ethnic Studies, Communication Department

**RITA ALTMAYER**, Senior Equal Opportunity Specialist/Benefits, Human Resources

**MARY DAY**, Director of Pre-college Programs, Pre-college Programs

**FRED EBEID**, Interim Provost and Vice Chancellor, Academic Affairs

**DAMIAN EVANS**, Director of Office of Multicultural Student Affairs, Office of Multicultural Student Affairs

**AARIC GUERRIERO**, Director of LGBTQ Resource Center, LGBTQ Resource Center

**RENEE KIRBY**, Disability Services Coordinator, Disability Services

**RANDALL MCCREADY**, Director of Student Financial Aid, Financial Aid

**DEANN POSSEHL**, Associate Vice Chancellor, Enrollment Management, Enrollment Services

**ALFREDO SANDOVAL FLORES**, Advisor, Student Support Services

**MARY KAY SCHLEITER**, Associate Professor of Sociology, Sociology and Anthropology

**DEAN YOHNK**, Dean, College of Arts & Humanities, College of Arts & Humanities

## INCLUSIVE EXCELLENCE ACTION SUBCOMMITTEES

**IE MINI-GRANTS ACTION SUBCOMMITTEE** – *Charge*: Review the current mini-grant process of when and how to submit proposals and determine what changes, if any, to suggest in the timeline, review or selection strategies, or award amounts.

**IE RECRUITMENT AND RETENTION OF FACULTY & STAFF OF COLOR ACTION SUBCOMMITTEE** – *Charge*: Develop criteria for Inclusive Excellence Committee members to serve as search committee diversity advocates on faculty and select administrative staff searches. In addition, prepare a plan for recruiting and retaining a diverse faculty and staff to share with Human Resources.

**IE CAMPUS CLIMATE SURVEY ACTION SUBCOMMITTEE** – *Charge*: Examine the Campus Climate Study and identify issues and recommend actions regarding diversity to the Inclusive Excellence Committee in order to promote a more inclusive campus community.

## CAMPUS OUTREACH & COLLABORATIONS

We place a high value on creating trusted relationships and partnerships within the campus and surrounding community. The programs listed below reflect our commitment to outreach and support the UW-Parkside mission.

- **ATHLETICS DEPARTMENT:** Facilitated a discussion about the different ways of looking at diversity and inclusion.
- **COMMUNITY BASED LEARNING 101:** Introduced a New diversity curriculum; four sessions focusing on *Knowledge, Awareness and Skills*.
- **OFFICE OF MULTICULTURAL STUDENT AFFAIRS (OMSA):** Presented: Multicultural Professionals Day: *“Leaders Make Diversity Matter.”*
- **RESIDENCE LIFE:** Facilitated a workshop designed around the different ways of looking at diversity and inclusion with Resident Assistants during the Training & Ranger Hall Program.
- **ACADEMIC ADVISING AND CAREER CENTER, CENTER FOR COMMUNITY PARTNERSHIPS, OFFICE OF MULTICULTURAL STUDENT AFFAIRS, STUDENT SUPPORT SERVICES:** Created Ranger Link Internship Program aimed to cultivate relationships between UW-Parkside first-generation and students of color with on-campus programs, large companies, local small businesses, and non-profit organizations.



- **SOCIOLOGY 107:** Created curriculum titled, *Poverty Dialogue Circles*.
- **UPWARD BOUND:** Facilitated monthly *Diversity Circles*.
- **AMERICAN MULTICULTURAL STUDENT LEADERSHIP CONFERENCE:** Designed a workshop titled, *“Micro-aggressions in Everyday Life: How Unintended Bias Impacts All of Us”* - at UW-Stout.



- **COMMUNITY DIVERSITY TALKS:** Created *Coming Together Racine and Racine Public Library* (Using TED Talks online).
- **ELDERLY/DISABLED SUBSIDIZED HOUSING COMMUNITY:** Presented *“Diversity Matters.”*

- **KENOSHA LGBTQA SUPPORT GROUP:** Facilitated Tuesday evenings in November/December 2011.
- **LEADERSHIP KENOSHA:** Facilitated a workshop *“Leaders Make Diversity and Inclusion Matter,”* for participants.
- **MENTOR KR PRESENTATIONS:**
  - Creating an *Inclusive Environment* for conference
  - Certificate training for professional staff
  - *How 2 Cm8 w Youth* for Mentors
- **MIDWEST CULTURALLY INCLUSIVE CONFERENCE:** Presented *“Creating an Inclusive Work Environment”* in Platteville, WI.
- **PATH AGENCY PRESENTATION:** Presented *“Why Diversity Matters.”* PATH is a program funded through the federal *Substance Abuse and Mental Health Services Administration* that does outreach, engagement, and case management services to people who are homeless and have a mental illness.
- **RACINE CORRECTIONAL INSTITUTION:** Facilitated a Diversity Workshop for Peer Mentors.

## CAMPUS OUTREACH & COLLABORATIONS (CONT.)

- **SEMI-ANNUAL CONSOLIDATED AGENCY JOINT AFFIRMATIVE ACTION COMMITTEE:** Presented “*Creating an Inclusive Work Environment*” in Madison, WI.
- **TREMPER HIGH SCHOOL:** Facilitated Multicultural training for student government diversity committee.
- **UW-PARKSIDE LGBTQ RESOURCE CENTER, LGBT RESOURCE CENTER OF SE WISCONSIN, PARK H.S. AND HORLICK H.S.:** Organized a GSA (Gay Straight Alliance) in Racine, and in collaboration with LGBT Resource Center of SE Wisconsin, Park H.S. and Horlick H.S.
- **WORKFORCE DEVELOPMENT:** Created *Blazing the Pathway Workforce Development Certificate Workshop* on diversity and collaboration with UMOS Vice President.
- **CHALK TALK KENOSHA:** Engaged in Chalk Talk Kenosha, a community art project inspired by the documentary photography of Minneapolis artist Wing Young Huie. In November of 2011, a selection of Huie’s photographic works was exhibited in the new University of Wisconsin-Parkside Fine Arts Gallery at the opening of the Rita Tallent Picken Regional Center for Arts and Humanities. The images were captured at workshops hosted by the Boys and Girls Club of Kenosha, the university, and the Kenosha Literacy Council.
- **RESPECT CAMPAIGN:** Created an initiative to help generate awareness by getting others involved and by demonstrating a commitment to promote dignity and respect on campus.
- **“ASK ME” CAMPAIGN:** Produced signage where classified staff purchased T-shirts, and volunteered to communicate to new and returning students (faculty and staff) that they are available and pleased to assist and answer questions.

## BRANDING

### BRANDING

Clearly, branding of the Office of Diversity and Inclusion is important, and it takes persistence and time for messages to resonate. Our strategic approach to telling our story entailed gathering the facts (student and workforce demographic data, diversity timeline, mind map, diversity reports, diversity resources library, climate survey, focus on people and their testimonies, etc.) We then, developed and or implemented the following initiatives:

### DIVERSITY METRICS

Measurements are necessary to determine the demographics of our students and workforce. Disaggregated data about our students and workforce are listed below:

Race/Ethnic UW-Parkside Fall Headcount Enrollment by Race/Ethnicity 2003–2103										
Race/Ethnicity	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13*
African American	426	465	490	492	525	528	527	540	500	454
Hispanic/Latino	320	310	314	328	364	421	463	477	475	487
American Indian	26	28	34	29	34	23	21	17	10	12

SE Asian American	41	33	22	44	31	33	18	21	23	24
Other Asian American	90	107	133	114	122	108	119	114	91	94
Hawaiian/Pacific Islander	0	0	0	0	0	4	9	10	6	6
White	4,108	4,066	3,956	3,910	3,805	3,820	3,877	3,712	3,517	3,408
Two or More Races	0	0	0	0	0	56	91	122	133	156
International	86	60	64	63	64	73	71	72	88	91
Unknown	0	5	5	27	65	101	107	75	44	37
Total	5,097	5,074	5,018	5,007	5,010	5,167	5,303	5,160	4,887	4,769

**Table 1.2. UW-Parkside Student Distribution by Race/Ethnicity (Percent): Fall 2002–Fall 2013**

Race/Ethnicity	2003-04	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10	2010-11	2011-12	2012-13*
African American	8.36	9.16	9.76	9.83	10.48	10.22	9.94	10.47	10.23	9.52
Hispanic/Latino	6.28	6.11	6.26	6.55	7.27	8.15	8.73	9.24	9.72	10.21
American Indian	0.51	0.55	0.68	0.58	0.68	0.45	0.40	0.33	0.20	0.25
SE Asian American	0.80	0.65	0.44	0.88	0.62	0.64	0.34	0.41	0.47	0.50
Other Asian American	1.77	2.11	2.65	2.28	2.44	2.09	2.24	2.21	1.86	1.97
Hawaiian/Pacific Islander	0.00	0.00	0.00	0.00	0.00	0.08	0.17	0.19	0.12	0.13
White	80.60	80.13	78.84	78.09	75.95	73.93	73.11	71.94	71.97	71.46
Two or More Races	0.00	0.00	0.00	0.00	0.00	1.08	1.72	2.36	2.72	3.27
International	1.69	1.18	1.28	1.26	1.28	1.41	1.3	1.40	1.80	1.91
Unknown	0.00	0.10	0.10	0.54	1.30	1.95	2.02	1.45	0.90	0.78
Total	100	100	100	100	100	100	100	100	100	100

**Table 1.3. Workforce Demographics**

Percent Multicultural											
Fall	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Faculty	21.2	22.0	24.4	24.6	27.4	28.7	29.3	29.4	33.1	30.3	28.0
Instructional Academic Staff	15.6	17.6	14.0	16.2	17.0	14.6	16.7	13.6	11.5	13.1	13.6
Non-instructional Academic Staff	15.4	15.9	18.4	17.4	18.3	18.9	24.2	26.4	23.0	19.9	18.9
Classified Staff	12.6	12.6	13.5	14.1	15.6	16.4	15.8	16.4	17.9	17.5	18.6
Percent Female											
Fall	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012
Faculty	33.3	36.2	36.6	37.7	38.7	38.3	40.7	42.0	44.1	45.0	42.0
Instructional Academic Staff	51.9	49.7	53.0	48.1	51.5	48.9	51.2	50.6	53.3	50.0	54.0
Non-instructional Academic Staff	59.0	58.4	58.8	57.4	57.5	53.3	56.1	56.6	61.5	57.0	53.0
Classified Staff	58.9	58.6	59.4	59.5	59.0	59.0	59.2	56.8	57.1	56.0	56.0

## Workforce Demographics for UW-Parkside 2002-2011

<b>FACULTY</b>											
<i>Fall</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	AVG
All Faculty	132	127	123	122	124	115	123	119	118	120	
Female	44	46	45	46	48	44	50	50	52	52	
Male	88	81	78	76	76	71	73	69	66	68	
% Female	33.3%	36.2%	36.6%	37.7%	38.7%	38.3%	40.7%	42.0%	44.1%	43.3%	39.1%
<b>Total Faculty by Race/Ethnicity</b>											
% Race/Ethnicity	21.2%	22.0%	24.4%	24.6%	27.4%	28.7%	29.3%	29.4%	33.1%	28.3%	26.8%
<b>American Indian/Alaskan Native</b>											
American Indian/Alaskan Native	0	0	0	0	0	0	0	0	0	0	
Female	0	0	0	0	0	0	0	0	0	0	
Male	0	0	0	0	0	0	0	0	0	0	
% American Indian/Alaskan Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>Asian/Pacific Islander</b>											
Asian/Pacific Islander	15	15	19	18	21	20	23	22	24	20	
Female	6	7	8	8	10	10	12	12	12	10	
Male	9	8	11	10	11	10	11	10	12	10	
% Asian/Pacific Islander	11.4%	11.8%	15.4%	14.8%	16.9%	17.4%	18.7%	18.5%	20.3%	16.7%	16.2%
<b>Black, Non-Hispanic</b>											
Black, Non-Hispanic	9	8	7	7	7	5	5	5	7	7	
Female	4	4	2	2	2	1	1	1	2	2	
Male	5	4	5	5	5	4	4	4	5	5	
% Black, Non-Hispanic	6.8%	6.3%	5.7%	5.7%	5.6%	4.3%	4.1%	4.2%	5.9%	5.8%	5.5%
<b>Hispanic/Latino</b>											
Hispanic/Latino	4	5	4	5	6	8	8	8	8	7	
Female	0	2	2	2	2	4	5	5	5	5	
Male	4	3	2	3	4	4	3	3	3	2	
% Hispanic/Latino	3.0%	3.9%	3.3%	4.1%	4.8%	7.0%	6.5%	6.7%	6.8%	5.8%	5.2%
<b>Two or More Races</b>											
Two or More Races	0	0	0	0	0	0	0	0	0	0	
Female	0	0	0	0	0	0	0	0	0	0	
Male	0	0	0	0	0	0	0	0	0	0	
% White, Non-Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
<b>White, Non-Hispanic</b>											
White, Non-Hispanic	103	99	93	92	90	82	86	83	79	75	
Female	33	33	33	34	34	29	32	32	33	31	
Male	70	66	60	58	56	53	54	51	46	44	
% White, Non-Hispanic	78.0%	78.0%	75.6%	75.4%	72.6%	71.3%	69.9%	69.7%	66.9%	62.5%	72.0%
<b>Unknown Race/Ethnicity</b>											
Unknown Race/Ethnicity	1	0	0	0	0	0	1	1	0	11	
Female	1	0	0	0	0	0	0	0	0	4	
Male	0	0	0	0	0	0	1	1	0	7	
% Unknown Race/Ethnicity	0.8%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	9.2%	1.2%

<b>INSTRUCTIONAL ACADEMIC STAFF</b>											
<i>Fall</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	AVG
All Instructional Academic Staff	160	153	164	185	165	178	168	162	182	170	
Female	83	76	87	89	85	87	86	82	97	97	

Male	77	77	77	96	80	91	82	80	85	73		
% Female	51.9%	49.7%	53.0%	48.1%	51.5%	48.9%	51.2%	50.6%	53.3%	57.1%	51.5%	
Total by Race/Ethnicity	25	27	23	30	28	26	28	22	21	22		
% Race/Ethnicity	15.6%	17.6%	14.0%	16.2%	17.0%	14.6%	16.7%	13.6%	11.5%	12.9%	15.0%	
American Indian/Alaskan Native	1	1	2	1	1	0	1	0	1	1		
Female	1	1	2	1	1	0	1	0	0	0		
Male	0	0	0	0	0	0	0	0	1	1		
% American Indian/Alaskan Native	0.6%	0.7%	1.2%	0.5%	0.6%	0.0%	0.6%	0.0%	0.5%	0.6%	0.5%	
Asian/Pacific Islander	8	9	8	8	9	8	9	7	8	6		
Female	3	3	3	3	3	2	3	3	5	3		
Male	5	6	5	5	6	6	6	4	3	3		
% Asian/Pacific Islander	5.0%	5.9%	4.9%	4.3%	5.5%	4.5%	5.4%	4.3%	4.4%	3.5%	4.8%	
Black, Non-Hispanic	10	8	6	12	10	8	7	5	4	7		
Female	4	3	3	7	6	5	4	2	2	3		
Male	6	5	3	5	4	3	3	3	2	4		
% Black, Non-Hispanic	6.3%	5.2%	3.7%	6.5%	6.1%	4.5%	4.2%	3.1%	2.2%	4.1%	4.6%	
Hispanic/Latino	6	9	7	9	8	9	10	9	7	7		
Female	5	5	5	4	6	6	7	5	4	4		
Male	1	4	2	5	2	3	3	4	3	3		
% Hispanic/Latino	3.8%	5.9%	4.3%	4.9%	4.8%	5.1%	6.0%	5.6%	3.8%	4.1%	4.8%	
Two or More Races	0	0	0	0	0	1	1	1	1	1		
Female	0	0	0	0	0	1	1	1	1	1		
Male	0	0	0	0	0	0	0	0	0	0		
% White, Non-Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.6%	0.6%	0.6%	0.5%	0.6%	0.3%	
White, Non-Hispanic	134	125	140	155	136	151	139	140	158	126		
Female	69	63	73	74	69	73	69	71	83	70		
Male	65	62	67	81	67	78	70	69	75	56		
% White, Non-Hispanic	83.8%	81.7%	85.4%	83.8%	82.4%	84.8%	82.7%	86.4%	86.8%	74.1%	83.2%	
Unknown Race/Ethnicity	1	1	1	0	1	1	1	0	3	22		
Female	1	1	1	0	0	0	1	0	2	16		
Male	0	0	0	0	1	1	0	0	1	6		
% Unknown Race/Ethnicity	0.6%	0.7%	0.6%	0.0%	0.6%	0.6%	0.6%	0.0%	1.6%	12.9%	1.8%	
<b>NON-INSTRUCTIONAL ACADEMIC STAFF</b>												
	<b>Fall</b>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	AVG
All Non-Instructional Academic Staff		117	113	114	115	120	122	132	129	135	136	
Female		69	66	67	66	69	65	74	73	83	80	
Male		48	47	47	49	51	57	58	56	52	56	
% Female		59.0%	58.4%	58.8%	57.4%	57.5%	53.3%	56.1%	56.6%	61.5%	58.8%	57.7%
Total Faculty by Race/Ethnicity		18	18	21	20	22	23	32	34	31	25	
% Race/Ethnicity		15.4%	15.9%	18.4%	17.4%	18.3%	18.9%	24.2%	26.4%	23.0%	18.4%	19.6%
American Indian/Alaskan Native		0	0	0	0	0	0	0	0	0	0	
Female		0	0	0	0	0	0	0	0	0	0	
Male		0	0	0	0	0	0	0	0	0	0	

% American Indian/Alaskan Native	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Pacific Islander	0	0	0	1	3	3	6	7	5	4	
Female	0	0	0	1	2	2	4	6	5	4	
Male	0	0	0	0	1	1	2	1	0	0	
% Asian/Pacific Islander	0.0%	0.0%	0.0%	0.9%	2.5%	2.5%	4.5%	5.4%	3.7%	2.9%	2.2%
Black, Non-Hispanic	14	13	13	12	13	13	15	15	12	8	
Female	9	9	9	6	9	8	10	10	9	6	
Male	5	4	4	6	4	5	5	5	3	2	
% Black, Non-Hispanic	12.0%	11.5%	11.4%	10.4%	10.8%	10.7%	11.4%	11.6%	8.9%	5.9%	10.5%
Hispanic/Latino	4	5	8	7	6	7	11	12	14	13	
Female	2	3	5	4	3	4	6	6	8	8	
Male	2	2	3	3	3	3	5	6	6	5	
% Hispanic/Latino	3.4%	4.4%	7.0%	6.1%	5.0%	5.7%	8.3%	9.3%	10.4%	9.6%	6.9%
Two or More Races	0	0	0	0	0	0	0	0	0	0	
Female	0	0	0	0	0	0	0	0	0	0	
Male	0	0	0	0	0	0	0	0	0	0	
% White, Non-Hispanic	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
White, Non-Hispanic	98	95	93	95	98	98	99	95	102	99	
Female	57	54	53	55	55	50	54	51	60	53	
Male	41	41	40	40	43	48	45	44	42	46	
% White, Non-Hispanic	83.8%	84.1%	81.6%	82.6%	81.7%	80.3%	75.0%	73.6%	75.6%	72.8%	79.1%
Unknown Race/Ethnicity	1	0	0	0	0	1	1	0	2	12	
Female	1	0	0	0	0	1	0	0	1	9	
Male	0	0	0	0	0	0	1	0	1	3	
% Unknown Race/Ethnicity	0.9%	0.0%	0.0%	0.0%	0.0%	0.8%	0.8%	0.0%	1.5%	8.8%	1.3%
<b>CLASSIFIED STAFF</b>											
<i>Fall</i>	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	AVG
All Classified Staff	190	191	192	185	173	183	184	183	184	177	
Female	112	112	114	110	102	108	109	104	105	100	
Male	78	79	78	75	71	75	75	79	79	77	
% Female	58.9%	58.6%	59.4%	59.5%	59.0%	59.0%	59.2%	56.8%	57.1%	56.5%	58.4%
Total Faculty by Race/Ethnicity	24	24	26	26	27	30	29	30	33	34	
% Race/Ethnicity	12.6%	12.6%	13.5%	14.1%	15.6%	16.4%	15.8%	16.4%	17.9%	19.2%	15.4%
American Indian/Alaskan Native	0	1	2	2	2	1	1	1	1	1	
Female	0	1	2	2	2	1	1	1	1	1	
Male	0	0	0	0	0	0	0	0	0	0	
% American Indian/Alaskan Native	0.0%	0.5%	1.0%	1.1%	1.2%	0.5%	0.5%	0.5%	0.5%	0.6%	0.7%
Asian/Pacific Islander	3	3	3	4	3	3	3	3	3	4	
Female	0	0	0	1	0	0	0	0	0	0	
Male	3	3	3	3	3	3	3	3	3	4	
% Asian/Pacific Islander	1.6%	1.6%	1.6%	2.2%	1.7%	1.6%	1.6%	1.6%	1.6%	2.3%	1.7%
Black, Non-Hispanic	13	12	12	12	12	14	14	16	16	17	
Female	8	7	7	7	7	7	8	8	8	9	



The mind map (above) allowed us to collect and show all of our ideas in one place.

## DIVERSITY TIMELINE

In order to document important highlights and achievements in UW-Parkside's history, Stefanie Molinaro, English Major, Class of 2012, searched the archives and compiled salient portions of our rich and diverse history. Please see the following link.

<http://www.uwp.edu/departments/diversity.inclusion/history.cfm>

## DIVERSITY AWARDS

### UW System Board of Regents Diversity Award

The Board of Regents makes up to three awards annually of \$5,000 each to recognize institutional change agents that foster access and success for historically underrepresented populations. The awards are made to individuals, teams, or units from UW System institutions. The program began in 2009. The Regents Diversity Awards are administered by the system wide Office of Academic Diversity and Development.



Roseann Mason, former Director of Community Dialogues in the Center for Community Partnerships at UW-Parkside, was recognized in the individual category in 2009. Among her accomplishments, Mason developed Diversity Circles that focus on recognizing and countering racism in its many forms. The circles, which launched in 1999, have been integrated into local high schools since 2003.

### Outstanding Women of Color In Education Award

The UW System Outstanding Women of Color in Education Awards are organized and supported annually by the UW System Women's Studies Consortium and Office of Academic Diversity and Development. The awards and recognition ceremony was initiated in 1994 to acknowledge the ties and shared concerns among administrators, faculty, staff, and students within women's studies and ethnic studies, and to uphold a continuing commitment to Plan 2008: Educational Quality through Racial and Ethnic Diversity (work that is continued through Inclusive Excellence efforts across the UW System).

University of Wisconsin-Parkside Criminal Justice Lecturer Louise Loud has been selected to receive the 2013 UW System's Outstanding Woman of Color in Education Award. She and other award recipients will be honored during a special program in October.



"Louise, you are certainly well-deserving of this recognition and we are proud to have you represent the University of Wisconsin-Parkside," said UW-Parkside Chancellor Debbie Ford in a letter to Loud. Ford called Loud an "example of educational excellence."

Loud joins the following UW-Parkside award recipients:

2012	Mary Xiong	2001	Michele V. Gee
2011	April Puryear	2000	Janet Days
2010	Fay Akindes	1999	Mary Lou Mahone
2009	Maria Martinez	1999	Bridgette M. Johnson
2008	Thea Jackson	1998	Anne Bailey
2007	Farida Khan	1998	Deanne Ding
2006	Consuelo Clemens	1998	Josephine McCool
2004/05	Shauna Hodges	1997	Michele V. Gee
2003	Amy Hernandez Maack	1996	Carmen Ireland
2002	Mary Day	1995	Renee Sartin Kirby

### UW-Parkside Diversity Award

This university-wide award recognizes a faculty or staff member who makes outstanding contributions or efforts toward enhancing diversity and inclusion at UW-Parkside. Nominations are based on the nominee's demonstrated leadership or outstanding contributions or efforts toward enhancing diversity and inclusion in one or more of the following areas:

- Demonstrating a consistent pattern of commitment to the recruitment and retention of an inclusive and diverse faculty, staff, or student body
- Creating programs, initiatives, or projects in the area of diversity and inclusion
- Collaborating with campus or community groups to promote or implement programs, initiatives, or projects in the area of diversity and inclusion
- Providing leadership and direction in building a welcoming and supportive campus climate
- Providing significant mentorship or support to students, staff and/or faculty members who represent a particular segment of diversity within our community
- Creating curricula that enables students to appreciate and understand the dynamics of diversity and inclusion



The University of Wisconsin-Parkside honored Dr. James Kinchen, Professor of Music and Director of Choral Activities, with the UW-Parkside Diversity award. The recognition came during Fall Convocation 2012.

Dr. Kinchen was given the university's prestigious Stella Gray Teaching Excellence Award (2003-2004). He has served the university in a number of capacities that include an extended stint on the University Committee, the faculty's elected governance leadership group (1994-2000; 2001-2005; 2010-present), the Personnel Review Committee (2004-present), and Academic Policies Committee (2007-present), and numerous other standing and ad hoc committees, including several important institutional search committees. He has received the Faculty Distinguished Service Award (2005-2006).

Among the past award winners are as follows:

2011-2012	Mary Xiong	2004-2005	No award given
2010-2011	Ana Guerriero & Mary Kay Schleiter	2003-2004	Fay Akindes
2009-2010	No award given	2002-2003	Carol Lee Saffioti-Hughes
2008-2009	Michele Gee	2001-2002	Christine Christie & Mary Day
2007-2008	Farida Khan	2000-2001	DeAnne Stone
2006-2007	Roseann Mason	1999-2000	Department of Bio. Services
2005-2006	Pat Goldsmith		

### **RANGERS IN ACTION: IDEA CHAMPION AWARD**

Twenty-seven members of the University of Wisconsin-Parkside community were honored with the new Rangers in Action: IDEA Champion Award. IDEA is an acronym for inclusion, diversity, equity, and accountability.

We wanted to recognize and fully appreciate individuals who help us fulfill our mission and hallmarks by providing leadership, encouragement, counseling, and/or advisement in order to help us build community, improve access and success, and diversity and inclusion on campus.

This award highlights individuals who strive to make our already diverse campus into a comfortable, supportive environment for all students. An IDEA Champion is an individual who fosters and builds a sense of community, as well as contributes to diversity and inclusion at the University of Wisconsin-Parkside.



### **DIVERSITY RESOURCE LIBRARY**

The Office of Diversity and Inclusion received a grant from the Kenosha Community Foundation's LaFave Family Fund to hire a student to create a Diversity Resource Library. Basically, the Diversity Resource Library would primarily be a resource of materials to share with our students, faculty, staff, administration and surrounding community members.

### **ALUMNI VIDEOS**

Click the following link to listen to UW-Parkside alumni, faculty and staff testimonials of how diversity enriched their careers and personal lives

<http://www.uwp.edu/departments/diversity.inclusion/videos/>

## SOCIAL MEDIA CHANNELS

We genuinely believe it is reasonable to use old and new communication strategies to keep our stakeholders informed about our diversity and inclusion initiatives and strengthen our image with those we serve. We need to interact with our stakeholders in a manner that they are going to access it. In addition to using a newly created inclusive excellence brochure, direct mail, and emails, we integrated Facebook, LinkedIn, a campus listserv, SharePoint site, as well as an optimized Website.

## WHO ARE WE?



**Dr. Edward Twyman**  
Senior Diversity Officer  
[twymann@uwp.edu](mailto:twymann@uwp.edu)

### CAMPUS SERVICE

- Inclusive Excellence Committee (Chair)
- Ethnic Studies Steering Committee
- Status of Women Committee
- HLC Self-Study Leadership Committee
- Higher Learning Commission Mission Working Committee
- Kappa Alpha Psi Fraternity, Inc (Advisor)
- Executive Sponsor-Diversity & Inclusiveness-Strategic Plan
- Interim Title IV Coordinator
- Classified Staff Liaison
- Incident Response Leadership Committee
- Veterans Committee
- 21<sup>st</sup> Century Teacher Preparation & Professional Dev. Initiative
- Safe Zone Training
- Student Success Leadership Team
- Institutional Planner (Search Chair)
- Associate Policy & Planning Analyst (Search Chair)
- Director of Human Resources & Equal Employment Opportunity (Search Member)
- General Education Social Justice Competency Subcommittee

### COMMUNITY SERVICE

- Mentor Kenosha and Racine Advisory Board
- Kenosha Literacy Council Advisory Board
- Coming Together Racine (Member)
- NAACP Freedom Fund Dinner (Racine)
- NAACP Freedom Fund Dinner (Kenosha)
- Hispanics for School Choice
- Hispanic Business and Professionals Association
- Hispanic Summit-Coming Together for La Familia
- Y-Link Professional Development Committee

## PROFESSIONAL DEVELOPMENT

- Title IX Coordinator Certification
- Executive Order #54 (Mandatory Reporting of Child Abuse and Neglect) Certification
- Leadership and Management Development Conference
- National Conference on Race and Ethnicity (NCORE) in Higher Education
- Association of American Colleges & Universities (AAC&U)
- NCAA Diversity Summit
- American Council on Education (ACE)
- National Association of Diversity Officers in Higher Education
- Midwest Culturally Inclusive Conference
  - Building Strategies that Improve Educational Outcomes for Hispanic and Latino
  - Students Conference
  - Marquette-Spirit of Diversity Workshop



## CAMPUS SERVICE

- Inclusive Excellence Committee
- Ranger link Planning Committee
- Advise Community Outreach Intern
- Advise 2 Affiliate Program AmeriCorps \*VISTAS

## COMMUNITY SERVICE

- Hopes Center, Inc. Board of Directors
- YLink Professional Development Committee
- Mayor's Youth Commission City of Kenosha
- Midwest Culturally Inclusive Conference

## PROFESSIONAL DEVELOPMENT

- Marquette-Spirit of Diversity Workshop
- National Conf. on Race & Ethnicity (NCORE) in Higher Education
- Manager of Diversity Programs

**Sarah Bilbrey Park**

Manager of Diversity Programs

**Alma Ruiz**

University Services Program Associate

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